

MEMORANDUM OF UNDERSTANDING  
Between CITY OF TRAVERSE CITY,  
POLICE OFFICERS ASSOCIATION OF MICHIGAN,  
PATROL OF THE TRAVERSE CITY POLICE DEPARTMENT

Re: Unused Vacation Hours

Date: June 11, 2020

**Purpose and Intent**

The City recognizes the March 16, 2020 Stay at Home Executive Order by Governor Whitmer during the COVID-19 pandemic hindered the ability for the Patrol Division of the Traverse City police department to use their vacation time prior to June 30, 2020.

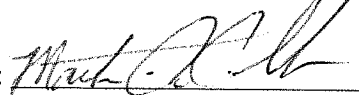
The parties are signatories to a collective bargaining agreement for the Patrol of the Traverse City Police Department, Police Officers Association of Michigan (POAM) effective for the period of July 1, 2016 through June 30, 2021 (CBA). This Memorandum of Understanding is the mutual agreement to the following change for the end of the 2019/2020 Fiscal Year.

Section 12.8. Paid Vacations.

(g) Annual vacation leave days may be accumulated by an employee not to exceed one hundred sixty (160) hours carried over into a new fiscal year. There shall be a one-time payout for unused vacation hours in excess of one hundred sixty (160) hours at the end of June 2020

This was a one-time exception and shall not establish precedent and shall not be used as a basis for a "past practice".

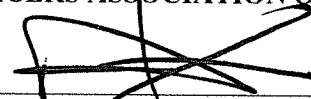
**CITY OF TRAVERSE CITY**

By: 

Date: 6-15-2020

Martin Colburn, City Manager

**POLICE OFFICERS ASSOCIATION OF  
MICHIGAN**

By:  POAM

Date: 6-15-20

Dan Kuhn, Labor Representative